

11 JUL 1973

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT : Comments on the Management Advisory Group Report of
 their Activities, June 1972 - May 1973

1. The most significant observation that can be made relative to the MAG report pertains to the inclusion in the MAG report of a copy of their Eyes Only memorandum (Tab C) dated 7 September 1972 to the Executive Director-Comptroller relative to the Credit Union Board. Inclusion of this type of document is totally inappropriate, reflects poor judgment and could result in serious damage to the reputations of the principals involved. It is my understanding that the allegations cited were subsequently found to be unfounded but this fact is not reported anywhere in the MAG report. This Tab should be expunged from the report as soon as possible so as to at least restrict further possible damage.

2. Apart from the observation stated above we have the following additional comments:

a. The existence of the MAG with its essential freedom from bureaucratic identification provides a useful facility to explore a variety of subjects worthy of review. Most of their studies, proposals and recommendations on management issues are not the products of thorough-going research but certainly serve to reemphasize areas of common concern worthy of more detailed attention and provide some "grist" for Agency managers responsible for these activities. As a general observation the several papers instituted by MAG this past year were useful, contained many good ideas and provided stimuli for further actions aimed at improvement of management approaches in the Agency.

b. Specific comments on topics of particular interest to the Office of Personnel

(1) MAG's Tab G - "Useful Policies and Procedures"

The idea of developing a systematic review of personnel management practices and procedures as applied by the various components of the Agency and subsequently sharing these approaches with other components is a good

concept. The Office of Personnel has agreed to assume this responsibility and has instituted a schedule of Office reviews to obtain detailed information on "in-house" practices on a wide variety of management-type items. This information will serve as a basis for "shared" information as well as the development of proposals for common approaches to applied management.

(2) MAG's Tab J - "Career Services - Need to Change"

This MAG paper provided useful input in OP's considerations for our current study on proposals to develop new approaches to Agency personnel management.

(3) MAG's Tab K - "Use of Part-time Professional Employees"

The subject of part-time employment has been explored in the past. MAG's current proposal is presently under consideration in terms of applications over and above the proposals suggested by MAG.

(4) MAG's Tab L - "Revision of Fitness Report System"

MAG's Tab R - "Review of Fitness Report Program"

The Office of Personnel studies of the Agency's Fitness Reporting system with a view to improving the system included several of the ideas raised by MAG.



JOHN F. BLAKE
Director of Personnel

STAT

TRANSMITTAL SLIP

7 August 1973

DD/A Registry

File

o+m (mag)

TO:

Director of Finance

ROOM NO.

BUILDING

Key Bldg.

REMARKS:

As you will note, this relates to the MAG paper on the Credit Union contained in the MAG Annual Report. We suggest it be read by all employees who read the MAG Credit Union paper.

151
LDP

FROM:

Executive Officer to the DD/M&S

ROOM NO.

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EXTENSION

FORM NO. 241
1 FEB 55REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

EO-DD/M&S:LDP:kmg (7 Aug 73)

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✓ 1 - DD/M&S Subj w/cy of Att + background - DDM&S 73-2453(DD/M&S 73-4041)

1 - DD/M&S Chrono

DD/M&S 73-4041: Memo dtd 2 Aug 73 to Holders of the MAG Annual Report,
dtd 14 June 1973 fr ES/CIA MC, subj: MAG's Memorandum
on the Credit Union, Attachment C to the Annual Report

DD/M&S 73-2453: Activities of the Management Advisory Group June 1972 - May 1973

SECRET

Extract from CIA Management Committee Meeting Minutes - 12 Jul 73
(DD/M&S 73-2897)

"2.F. MAG Annual Report. Colby noted his intention to distribute a Memorandum to Holders of the Annual Report on his review of the Credit Union."

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